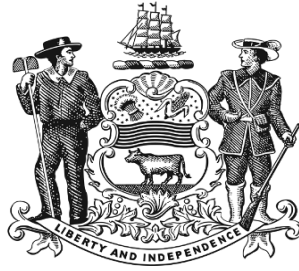




Delaware Award for Excellence and Commitment in State Service

May 5, 2015





**135TH GENERAL ASSEMBLY
HOUSE BILL NO. 604**

**AN ACT TO AMEND TITLE 29 OF THE DELAWARE CODE BY
PROVIDING FOR EMPLOYEE RECOGNITION PROGRAMS.**

- WHEREAS, in the name of service, State employees have made great contributions to every aspect of life in the State of Delaware serving in the Legislative, Executive, and Judicial branches of government; and
- WHEREAS, the effectiveness, efficiency and quality of State government depends in large measure on its employees who provide such a broad range of services that few citizens remain unaffected by their work; and
- WHEREAS, the importance of public services rendered by State employees and the exemplary manner of their performance are too often forgotten and ignored; and
- WHEREAS, that the Statewide Labor-Management Committee has recommended that State take proactive steps to recognize dedication, talents and contributions made by State Employees at all levels of government; and
- WHEREAS, the Recognition Umbrella Committee has developed procedures and guidelines for statewide and agency level employee recognition initiatives,

NOW THEREFORE: BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF DELAWARE:
Section 1. Amend Chapter 59, Title 29 of the Delaware Code by adding thereto a new Section 5950 to read as follows:

§5950. Employee Recognition.

- (a) It shall be part of the function of State agencies to conduct employee recognition programs for Merit System employees and employees in positions that are assigned to comparable Merit System classes or pay grades. All such Employee recognition programs shall be approved by the State Personnel Director prior to implementation.
- (b) The first full week in May shall be designated Public Service Recognition Week. Employee recognition Programs shall not, however, be confined to this week.

This bill was passed by the House on June 26, 1990, by the Senate on September 25, 1990 and signed into law by Governor Michael N. Castle on October 15, 1990.

Awards Recognition Ceremony

May 5, 2015

Opening

Ann S. Visalli
Director
Office of Management and Budget

Presentation of Colors - Department of Corrections Honor Guard

Singing of the National Anthem - Smyrna Middle School All-State Students

Remarks

Senator Brian Bushweller
State Senate

Representative Trey Paradee
House of Representatives

Justice James T. Vaughn, Jr.
Supreme Court of Delaware

Keynote Address

Jack A. Markell
Governor

*Presentation of
Awards*

Amy Bonner
Deputy Director
Human Resource Management

Awards

Delaware Award for Excellence and Commitment
in State Service
~ Recognition of Nominees
~ Delaware Award for Heroism Recipients
~ Delaware Award for Excellence and
Commitment in State Service
Recipients



Making a Difference for Delaware

The thousands of dedicated individuals who make up the state's workforce are state government's most important and valuable resource.

The effectiveness, efficiency and quality of state government depends on the people who provide such a broad range of services that few citizens remain unaffected by their work.

The dedication, talents and contributions of those individuals at all levels of state government are *Making a Difference for Delaware* everyday.

With pride and their commitment to public service, state employees strive for a standard of excellence which in turn enables the citizens to take pride in their state government.

The importance of public service rendered by state employees and the exemplary manner of their performance deserves recognition.

Making a Difference for Delaware is a campaign to foster the acknowledgement of the efforts and accomplishments of those in state service.

STATE OF DELAWARE



OFFICE OF THE GOVERNOR

STATEMENT IN OBSERVANCE OF PUBLIC SERVICE RECOGNITION WEEK

Whereas, millions of public employees at the federal, state, county, and city levels dedicate their careers to public service by contributing to professional industries, such as healthcare, education, crime prevention, fire protection, conservation, and national defense; and

Whereas, in the First State, public servants are the unsung heroes, who perform the work that keeps our nation strong; and

Whereas, many of these public servants have taken an oath, swearing to uphold their commitment to improve the quality of life for others; and

Whereas, their devotion and commitment to public service often continues through volunteer activities outside of official business hours and into retirement years; and

Whereas, many public servants, such as military personnel, police officers, firefighters, and healthcare professionals, put their lives at risk on a daily basis to serve their neighbor; and

Whereas, the importance of public services provided by public employees and volunteers, including the exemplary manner of their performance, are too often forgotten or ignored; and

Whereas, designating a week to acknowledge these employees provides the opportunity to honor our public servants and remind the public of their accomplishments and the importance of public service.

Now, Therefore, I, Jack A. Markell, Governor
do hereby declare May 3rd – 9th, 2015

PUBLIC SERVICE RECOGNITION WEEK

in the State of Delaware, and urge all Delawareans to recognize the achievements and contributions of public servants at all levels of government.



Jack Markell

Jack A. Markell
Governor

15-0258
Number

Delaware Award for Excellence and Commitment in State Service

The Delaware Award for Excellence and Commitment in State Service is an annual statewide award given to employees who exemplify the highest standards of excellence and commitment in state service. Five awards are given annually to individuals or groups of up to five employees that have been nominated by their department.

With the Cabinet Secretary's endorsement, each department submits nominations for the Delaware Award for Excellence and Commitment in State Service. A nine-member Selection Committee reviews the nominations and selects five recipients.

The Governor presents the awards to recipients at the annual Recognition Awards Ceremony. This event is held during Public Service Recognition Week in the first full week of May. Nominees and recipients for the Delaware Award for Excellence and Commitment in State Service are presented with certificates and Tributes from the General Assembly.

Congratulations to all nominees and recipients of the 2015 Delaware Award for Excellence and Commitment in State Service.

Grace Alexander

Department of Services for Children, Youth & Their Families
Terry Children's Center



Grace has provided well over 30 years of exceptional service to some of Delaware's most troubled children. Over the past several years the Terry Center has been undergoing a culture change and a shift to a more Trauma-Informed approach of dealing with clients. One of the measures used to assess progress has been how often staff are forced to use physical restraint. In the month of February, the Terry Center had no physical restraints, the first time this has happened at the Terry Center for a calendar month. Given the level of aggression and emotional states of the kids, this is a phenomenal accomplishment for the Terry Center. As the Youth Rehabilitative Counselor Supervisor for the Center, Grace deserves much of the credit.

Dr. Richard W. Greene
Department of Natural Resources and Environmental Control
Division of Watershed Stewardship



Rick is a long-time employee of DNREC and was the architect of a new interagency initiative that takes a watershed approach and applies it to toxic contaminants. This new approach was recently used in the Mirror Lake Remediation and Restoration Project. Contaminants in the sediments of Mirror Lake and the Saint Jones River have contributed to making fish unsuitable for human consumption and have led to other aquatic life impacts. Using approximately \$150,000 worth of volunteer labor, Rick and his team completed project construction in November 2013, and carried out the planting of native shrubs and flowing plants to restore the ecology of the lake in the spring of 2014. This centerpiece of downtown Dover will no longer be an environmental liability, and its stability and appearance will be enhanced dramatically - all due to the efforts of Rick and his colleagues.

Michael Haddadin
Department of Transportation
Division of Motor Vehicles



Michael's twenty-five year career with DeIDOT began as a casual seasonal toll collector in August 1989. By January 2014, he was the Operations Manager at the Dover Toll Plaza. With a "fresh set of eyes," he immediately began to make improvements to the plaza. After consulting with employees, the facility improvements he made included relocating parking spots to ease accessibility for people with disabilities; relocating the employee uniform room to ease staff access; implementing logistical and operating procedures; and repositioning cameras in the toll booths to provide better visibility . The changes improved employee morale, and the repairs increased safety for both the employees and for the customers.

Randall “RL” Hughes
Department of Safety and Homeland Security
Office of the Secretary



Deputy Principal Assistant Randall (RL) Hughes was selected as Acting Director of the new Division of Forensic Science (or DFS). In just six months, with RL at the helm, the new agency transformed its operations. Much of the work of this team focused on addressing the nearly 100 recommendations outlined by Andrews International, a risk mitigation consulting company. As a result of their assessment, 94 recommendations were documented as areas requiring improvement. In January 2015, Andrews International was asked to conduct a follow-up assessment of the new DFS. Due to the hard work and dedication of the DFS team, all but eight recommendations have been completed, significantly improved, or are no longer applicable. The eight remaining recommendations are currently under review but require longer implementation timelines due to IT infrastructure, facility, or budget issues.

Kathrina Stroud
Department of Transportation
Technology and Support Services, Civil Rights



Under Kathrina's direction, the Civil Rights Section highlighted the Small Business Element of the Disadvantaged Business Enterprise program. Outreach of the Disadvantaged Business Enterprise and On the Job Training programs to grass roots and community organizations greatly increased in 2014. This effort assisted the organizations with finding training and jobs for underemployed and underutilized women and minorities. It also incorporated educational training and experiences for elementary and high school students. As a result, 2014 saw a 31 percent increase in the number of businesses who successfully completed the certification process, as well as expanded racial diversity of the business owners who applied in 2014.

2015 Nominees for the Delaware Award for

Employee Name	Category of Nomination	
Natasha Alessia	Exceptional Accomplishment	
Grace Alexander*	Exceptional Accomplishment	
Michael Bacu	Exceptional Accomplishment	
Ronald Barkauskie	Exceptional Accomplishment	
Robert Carlson, James McDermott, and Charles Parker	Outstanding Perseverance	
William Derrickson	Exceptional Accomplishment	
Jarrold Fala	Innovative idea	
Richard W. Greene*	Innovative idea	
Edward Gillespie	Exceptional Accomplishment	
Michael Haddadin*	Exceptional Accomplishment	
Nelly Haro	Exceptional Accomplishment	
Randall "RL" Hughes *	Exceptional Accomplishment	
Christie Meaders	Exceptional Accomplishment	
Laura Mensch	Exceptional Accomplishment	
Brandie Moniz	Innovative idea	
Amber Welch	Exceptional Accomplishment	
Kathrina Stroud*	Exceptional Accomplishment	
Gerald "Jerry" Whisman	Exceptional Accomplishment	

** Denotes award recipient*

Excellence and Commitment in State Service

Department Name
Department of Health and Social Services
Department of Services for Children, Youth and Their Families
Office of Management and Budget
Office of the Public Defender
Department of Services for Children, Youth and Their Families
Department of Health and Social Services
Department of Health and Social Services
Department of Natural Resources and Environmental Control
Department of State
Department of Transportation
Department of Health and Social Services
Department of Safety and Homeland Security
Department of Finance
Department of Agriculture
Department of Health and Social Services
Department of Corrections
Department of Transportation
Department of Technology and Information

2014 Delaware Award for Heroism

The Delaware Award for Heroism was established in 2013. Award recipients are presented with certificates to recognize acts of heroism and courage.

Employees receiving this award have demonstrated outstanding judgment, exceptional courage, extraordinary decisiveness and presence of mind, and unusual swiftness of action, regardless of their own personal safety, in the attempt to save or protect human life and/or property. Their acts have been deemed to be above and beyond the call of duty.

Employee Name	Agency
Eugene Thomas and Martin Guhr	Judicial Branch
Joseph Hall	Department of Transportation
Peter Lorang	Department of Transportation
Doreen McNeely	Department of Corrections
Daniel Slattery	Judicial Branch
Kyle Tribbitt	Department of Corrections



2014 Governor's Team Excellence Award

The Governor's Team Excellence Award is presented annually to a team of state employees whose work has demonstrated superior customer service and produced tangible results that lead to a more effective and responsive state government. This award recognizes the use of continuous quality improvement tools, problem solving processes, team dynamics and communication skills in producing those results.

Recipient

Improving Employment Opportunities for People with Disabilities Team

Department of Health and Social Services, Office of Management and Budget,
Department of Labor, Department of Safety and Homeland Security,
Department of Transportation, Office of the Public Defender, and
the Delaware Association of Rehabilitation Facilities

Team Leader: Rita Landgraf

Finalists

I-495 Emergency Bridge Repair Team

Department of Transportation

Team Leader: Barry Benton

Delaware Outdoor Trail Implementation Team

Delaware Economic Development Office, Department of Natural Resources
and Environmental Control, and Department of Transportation

Team Leader: Linda Parkowski

Mirror Lake Remediation and Restoration Team

Department of Natural Resources and Environmental Control

Team Leaders: Richard W. Greene and John Cargill

Sussex County Community Correctional Center's Community Service Programs Team

Department of Correction

Team Leader: William Oettel

Award Selection Committee

The committee reviews all nominations and convenes to select five recipients that are recommended to the Governor to receive the Delaware Award for Excellence and Commitment in State Service.

Amy Bonner	Office of Management and Budget
Paul Beane	Delaware Association of Rehabilitation Facilities
Michael A. Begatto	Statewide Labor-Management Committee
Kevin Boyd	Department of Health and Social Services
Dick Carter	Senate Staff
Robert Coupe	Department of Corrections, Commissioner
Norma Johnson	Delaware Economic Development Office
Trey Paradee	House of Representatives, Representative
Penny Wood	Public Defender's Office

Thanks to the committee for carefully reviewing each nomination and coming together to select the award recipients.

Thank You

Special thanks for assistance with event planning:

Ann Visalli, Brenda Lakeman, Amy Bonner, Jessica Eisenbrey, Debra Gerardi, Richard Puffer, Barbara McCleary, Darlene Hicken-Gott, Jamie Summerfield, Larry Trunfio, James Terry, Michelle Potter, James Robinson, Aramark Catering, and Delaware State University.

Special thanks to:

- ~ Jeff Stone, DEDO, for his photography services.
- ~ Major Timothy Radcliffe, Department of Corrections
- ~ Jennifer McCutchan and Smyrna Middle School's All-State Students.

Special thanks to the agency recognition coordinators who, in addition to their regular duties, make time to plan events and come up with unique ways to recognize the employees in their respective agencies.

Agency recognition coordinators are:

Anthony Albence, NCC Elections; Rebecca Zink and Erin Guerke, Treasury; Jeanette Hammon and Traci Evans, DNREC; Reggie Brown and Lori Watts, DHSS; Debbie Carey, Agriculture; Mary Cooke, Education; Jennifer Dickinson, DELJIS; Patricia Diianno, Courts; Sally Wojcieszyn and Pam Smith, DEDO; Deloris Hayes-Arrington and Maxine Evans, State; Susan Givens, Fire Marshall; Deborah Grier, Com. of Elections; Johnette Graff, Board of Parole; Diane Haase, Justice; Robin Harding, DSHS; Pamela Harrison, State Police; Kathleen Davies, Auditor; Roberta Jones, Insurance; Robbie Weakland and Janice Jordan, DelDOT; Casey Oravez, OMB; Julie Watkins, Labor; Christine Murabito, Fire School; Tamara Napier, Public Defender; Jacqui Thornton, Criminal Justice Council; Kim Thornton, DTI; Joseph Smack, DSCYF; Wanda Spiering, Housing; Britta Strop, Corrections; and Valerie Watson, Finance.

Let them know you appreciate them!

Benefits of Recognition include:

- Building Relationships
- Improving Performance
- Increasing Retention
- Celebrating Achievements
- Improving Morale
- Creating a positive workplace culture which acknowledges the talents, skills and knowledge of our employees.

“Brains, like hearts, go where they are appreciated”

Robert McNamara, former U.S. Secretary of Defense and President of the World Bank.

Low Cost/No Cost Ideas for Managers and Supervisors

- ~ During team meetings, have members share one thing they appreciate about each team member
- ~ Include kudos for teams or individuals in each weekly report
- ~ Send e-mails to upper management recognizing employees
- ~ Give Creative Awards - Best phone voice, PowerPoint designer, team player...

Low Cost/No Cost Ideas everyone can use to recognize anyone

- ~ E-mail your thanks to your team
- ~ Make homemade awards
- ~ Keep a box of cards for different occasions or blank ones to fill in
- ~ Volunteer to coordinate a section/division/department potluck party (Breakfast or brunch, afternoon snack, ice cream bar)
- ~ And of course a verbal "Great Job" or a simple "Thank you" is almost always appreciated!

“Never miss an opportunity to say a word of congratulation upon anyone’s achievement.”

President Lyndon Johnson

For More Information Contact

Tracey Connolly

(302) 577-8996

An outline map of the state of Delaware is positioned in the background. The text is overlaid on the map, with the word 'for' centered over the state's capital area.

*Making a
Difference
★
for
Delaware*